



## GEORGIA

Georgia Department of Education  
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### Program Overview

The Georgia Department of Education (GaDOE) has the ability to institute a variety of alternative compensation initiatives designed to recruit, retain, and reward teachers in the state. GaDOE alternative compensation programs include:

- Salary increases based on student achievement
- Career ladder opportunity for teachers
- Group activity performance awards
- Incentives for hard-to-staff subjects

Any teacher who remains employed for the following year and earns a significant increase in the average score on the Criterion Referenced Content Test (CRCT) is eligible for a 5 percent increase in his or her base salary at the commencement of the next school year. The State Board of Education is responsible for establishing the criteria for “significant increase” and will share that information with all local education agencies once it is established.

The career ladder option offers participating school districts the opportunity to receive compensation for taking on additional leadership responsibilities. The State Board of Education annually determines the award amounts.

Teachers also have the opportunity to receive performance awards based on schoolwide achievement gains, which also are known as group activity achievement gains. Schools that attain exemplary status, as defined by the State Board of Education, are eligible. Once the State Board of Education determines the award amount, the district is responsible for distributing the award among the teachers. In addition to student achievement scores, the State Board of Education takes school demographic information into consideration when determining award amounts and which schools attain exemplary status.

GaDOE offers further incentives to attract teachers to hard-to-staff subjects. If there is an insufficient number of mathematics, science, special education, or foreign language teachers in a school, the State Board of Education can request additional funds to increase the salary for



teachers teaching in these subjects. The salary increase, however, cannot surpass a one year's step on the salary schedule.

### **Program Information**

- [Georgia Salary Structure](#)

### **Select Articles and Reports**

- Georgia Department of Education. (2006) [Guidance for the Implementation of the Georgia Single Salary Accountability System State Board of Education Chapter 160-7-1.](#)

### **Related CECR Resources**

- Georgia Case Summary: [School-Based Performance Pay in Georgia](#)